



## Smoke Free Policy

### 1. Purpose

- 1.1 Residential Scaffold Australia Pty Ltd & RoofSafe Solutions Pty Ltd (collectively referred to as 'RS') aims to provide workplace participants with a healthy work environment. To minimise the risks associated with smoking and exposure to passive smoking in the workplace, RS has adopted a policy of providing a smoke-free workplace.

### 2. Commencement of Policy

- 2.1 This Policy will commence from 01 December 2022. It replaces all other no-smoking policies of RS (whether written or not).

### 3. Application of Policy

- 3.1 This Policy applies to employees, agents and contractors (including temporary contractors) of RS collectively referred to in this Policy as 'workplace participants'.
- 3.2 This Policy does not form part of any employee's contract of employment. Nor does it form any part of any other workplace participant's contract for service.

### 4. No smoking rules

- 4.1 Smoking is banned in:

- (a) all RS buildings and RS vehicles, and
- (b) all outdoor areas (excluding the designated smoking area).

- 4.2 Employees who smoke outside the premises should not do so near the main entrance to the workplace. They should also ensure that they dispose of cigarette butts and other litter correctly and carefully.

5. **Smoking breaks** – RS does not offer smoking breaks. Employees are able to use their lunch break and 15min rest break.

### 6. Breach of this Policy

- 6.1 All workplace participants are required to comply with this Policy at all times. If a workplace participant breaches this policy they may be subjected to disciplinary action. In serious cases this may include termination of employment. Agents and contractors (including sub-contractors and temporary contractors) may have their contracts with RS terminated or not renewed.



# Residential Scaffold RoofSafe Solutions


106 - 110 Harburg Drive, Beenleigh QLD 4207  
(07) 3807 1739  
sales@residentialsccaffold.com.au  
www.residentialsccaffold.com.au

8 - 16 Gay Street, Coopers Plains QLD 4108  
(07) 2111 9996  
sales@roofsafesolutions.com.au  
www.roofsafesolutions.com.au

## **Variations**

*RS reserves the right to vary, replace or terminate this Code from time to time.*

*All RS policies and procedures will be reviewed every two to three years and distributed to staff. RS is committed to providing an environment which is safe for all staff. You will not be disadvantaged in your employment conditions or opportunities as a result of lodging a complaint.*

Signed  .....

Dated 28/10/2022 .....

Residential Scaffold Australia & RoofSafe Solutions